MI Systems Support

The talent management team provides multiple mentorship structures and learning opportunities to support staff.

PRACTICE 9

PREPARATION

GETTING AWARE

The talent management team reviews existing policies and practices to mentor and onboard staff, as well as recommendations and evidence-based strategies for such efforts. The team seeks data and information regarding mentorship and onboarding to identify possible data sources for monitoring or areas where data collection is needed.

GETTING READY

The talent management team identifies the need for mentorship support based on state law to determine the level of mentorship support needed and the capacity for support from experienced mentors. The team seeks information regarding contractual considerations for mentors and allocates resources to provide support as needed to ensure that new teachers have at least one identified mentor. The team provides training for mentors and identifies expectations for support.

PROGRESS INDICATORS

GETTING STARTED

District and building leaders assign an experienced mentor to new educators and staff.

GETTING BETTER

The talent management team develops a mentorship program to support new educators and staff. Mentors are provided training around effective mentorship and expectations for providing ongoing support over the course of the first three years of a new teacher's career.

KEEP IMPROVING

The talent management team develops and implements a mentorship program that provides multiple mentors and connections for instructional, content, and community building functions. Mentors are trained in mentoring and in coaching techniques. New teachers are allowed to shape their plan and select new mentors throughout the first three years of service in the district.

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